



P/D: ☐ Revise & Return ☐ OK for Final ☐ OK for Final with Minor Changes PD Initials & Date _____
A/D: C#31803 State of Delaware Pg 1 10-07 Run SC Artist sp Final Art: Clay Coated Union Disk to Rogers _____

your health matters

2008 flexible spending accounts open enrollment

Mark your calendars... this year's open enrollment for the Flexible Spending Account (FSA) program is fast approaching! The State of Delaware's annual open enrollment for enrolling or re-enrolling in the FSA program is being held November 1 to November 21, 2007. As always, online enrollment is made simple at www.asiflex.com/de. The open enrollment period is for the plan year 2008 (January 1, 2008 to December 31, 2008).

There are two types of flexible spending accounts that you can take advantage of — health care and dependent care. Don't miss out on this unique benefit that allows you to contribute from your paycheck with pre-tax dollars to pay for certain eligible out-of-pocket health care and dependent care costs. The health care flexible spending account allows you to pay for expenses such as doctor copays, plan deductibles, prescription copays, some over-the-counter drugs, and certain eligible unreimbursed dental and vision expenses. The dependent care flexible spending account can be used to pay for daycare expenses while you and your spouse work, attend school full-time, or look for gainful employment.

The maximum annual amount you can elect to set aside under the State of Delaware plan in the health

care account is \$3,000. You can elect up to \$5,000 annually in the dependent care account (\$2,500 if married and filing separate tax returns). Your annual election for the upcoming plan year is deducted in equal amounts over the 2008 plan year, starting with the January 4, 2008 paycheck.

You are reimbursed for expenses incurred by submitting a reimbursement form with supporting documentation to ASI. Qualifying claims are processed within 24 hours and funds are reimbursed via direct deposit or by check.

The State of Delaware adopted the 2½ month grace period for incurring flexible spending account claims allowed by the IRS beginning with the 2006 plan year. The State of Delaware adopted this grace period extension to help participants recover funds contributed to the account. This means that if you are enrolled in a flexible spending account for the 2008 plan year, you can continue to incur claims against the 2008 plan year for eligible expenses through March 15, 2009. You then have until April 15, 2009 to submit claims to ASI for reimbursement.

Important Reminder... these plans offer you a way to save money



and reduce taxes, but you must plan carefully. Any balance remaining in your flexible spending account after the deadline for submitting claims for reimbursement will be forfeited.

Remember... your 2007 flexible spending account election does not roll over to the 2008 plan year automatically. You must re-enroll each year. For more information, call ASI at 1-800-659-3035 or visit the Statewide Benefits website at www.ben.omb.delaware.gov.

STATE EMPLOYEE BENEFITS COMMITTEE

Jennifer Davis, Committee Chair
Director, Office of Management and Budget

Matthew Denn
Insurance Commissioner

Jack Markell
State Treasurer

Russell T. Larson
Controller General

Richard S. Cordrey
Secretary of the Department of Finance

Vincent Meconi
Secretary of the Department of Health & Social Services

31803

© HHI

HOPE HEALTH

350 East Michigan Avenue, Suite 301
Kalamazoo, MI 49007-3851
(269) 343-0770

PRSR STD
US POSTAGE
PAID
GRAND RAPIDS MI
PERMIT NO. 1